

Welcome to NI-1!

Food Portion:
~8 nuggets, Mac n
Cheese, and sauce





Winter 2025 New Initiatives I

Leadership Round 2

Aiden (Chapter Dev) and David (NI Chair)

Chapter Updates

- Sign up for TBPals! Get to know other actives and electees in the Chapter
 - tbpmig.org/tbpals-electees
 - tbpmig.org/tbpals-actives
- Merit Badge Day 1 is 2/23, sign up on the website!
- Career Fair Chair Applications for Fall 2025 are live!
 - tbpmig.org/cf25chairapp
- Sign up for the end of semester Banquet!
 - tbpmig.org/banquet
- If you've been to Banquet in the past and have feedback to help Allison and the Banquet Committee, please fill out their form!
 - tbpmig.org/pastbanquet

What's New Initiatives?

- A special type of meeting where the whole chapter (electees and actives alike) can come together and talk about issues and opportunities
- NI is where we brainstorm
 - We're always looking for ways to improve the Chapter
 - If you feel passionate about a certain topic and aren't sure where to start, this is a great place
- NI is where we get feedback
 - Sometimes we're looking for thoughts on how we currently run things
 - Sometimes we have new ideas and want the Chapter's opinion



Tonight's Business

Round Two?

- Last semester, NI 1 was discussion on some open questions regarding our non-Officer leadership
 - It prompted a huge amount of follow-up action
- We're back today with the results of a lot of work and conversations
- Want to make sure that we are addressing the Chapter's concerns

What are the Working Groups?

- We learned last fall that there was some confusion amongst the Chapter regarding some of our leadership
 - Had been an underlying thought in leadership and the Chapter as a whole for some time
- We also determined that how we handle things in the Officer Corps had drifted over the years
- We made small Working Groups within the Officer Corps to discuss these questions at length, and make recommendations for change
- These concepts were first presented to a small slice of our Active members at a Town Hall last Monday (2/3)

Theme: Communication

- Good communication across all our leaders helps us pull off spectacular events for our members and the community
- Information gets segmented when we don't regularly communicate
 - Makes it harder to get involved
 - Easier to miss important information and damage the wellbeing of our events
- Being proactive is vital, whether you're looking for support or hoping to get involved
- We want to make sure that decisions consider all voices in the Chapter

Theme: Process Maintenance

- Even within the Officer Corps, there's difficulty in getting a lot of thought and discussion on some of these more hard-to-pin-down issues
- We haven't always followed what's written on the books
 - Why did we have a different process in mind originally?
 - Why do things seem to be working anyways? Are they even working?
- The Chapter changes over time
 - New niches form, others fall apart
 - We need to support our members through these changes, but that means understanding what's changed and why
- Our non-officer leadership is a vital indicator of the health of the Chapter, and we need to be able to recognize that

Theme: Knowledge Transfer

- We have a lot of turnover semester to semester and year to year
- We have a wealth of knowledge across our leaders, but it takes time and effort to pass it along
- Leaders should be doing a better job of communicating. This especially includes writing things down
 - Officer-level Transition Reports
 - some event-level transition reports
- We depend a lot on the talents of individuals, but there aren't great controls in place for when individuals falter

Project Leads and Chairs

- In the past, the distinction between Project Leads and Chairs has been arbitrary and based on precedent
 - Make it clear that Chairs are intended to be more permanent, should be filled consistently, and handle signature events and key tasks
 - Project Leads handle specific projects that are smaller and/or temporary
- More support for our leaders means making it clear who supports them
 - Chairs have designated Officer(s) to work with
- Making sure our documentation keeps up with how we operate
 - Updates to Chair Appointment to streamline getting involved

Leadership Credit

- DA/PA Status is the space where we can best recognize Leadership within the Chapter
 - Credit given for position(s) held
- The fairness of weighting credits has been discussed in the past
- One of the Working Groups discussed the current system
 - Believed that there was reason for small and simple changes
 - Wanted to ensure change was fair for our general members
- As general members, you would be most impacted if things change, and should therefore have a say in the decision

The background features a light blue and white diagonal striped pattern. Scattered across the background are several colorful circles: a purple circle in the top left, a red circle in the top center, a light blue circle in the bottom center, and a green circle in the bottom right. There are also four white starburst or spark-like shapes, one in each corner of the image.

Discussion Time

Prompt 1

The working groups came up with many common challenges in our leadership, and themes for change. Have you seen these challenges? Do you think we're making changes in the right direction?

Prompt 2

We have first drafts of the changes to Chairs and Project Leads! Read them over, let us know what you think.

Prompt 3

The Leadership Credit Working Group has some recommendations which would impact you if implemented. Review their ideas and give your thoughts on if they came to a suitable conclusion.







Join at tbpmig.org/ni1

- Get into groups of 5ish people
 - **no more than 2 officers in a group.**
- David and I will be floating around to answer any questions you may have on background, history, and more, both
 - In the room,
 - and on Slack [#event-new-initiatives](#)

You may discuss any or all of the items in the workbook. Please record your thoughts

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Sign in Code:
TastyBatteredPoultry

<u>File</u>	<u>Description</u>
The Bylaws	The Bylaws of Tau Beta Pi MI-Γ, as currently found on the website
 Town Hall Workbook	Workbook from last week's Town Hall, during which our active membership discussed the conclusions of the working groups, and future directions of change
 Working Groups	Folder for storage of working group information, minutes, and results
 Project Leads Meeting Minute...	Meeting minutes for the Project Leads working group. This discussion also drifted into topics of Chair v Lead
 Chair v Lead Meeting Minutes...	Meeting minutes for the Chair v Lead working group. This discussion also drifted into topics of Chair Appointment and Project Leads
 New Initiatives 1 Minutes - Fal...	F24 New Initiatives I (Leadership) minutes, available here or on the website
 New Initiatives 3 Minutes - Fal...	F24 New Initiatives III (Strategic Planning) minutes, available here or on the website

Communication can be a tool for pulling off incredible things when leveraged properly. When communication breaks down, we get gaps in knowledge, and variance in how well we operate.

On the Chapter Team (one of the three Officer Teams), most of our past leaders have expressed confusion over who they can reach out to if they need help. While things are clearer on the Events Team (where tasks themselves are more detailed), it's still easy for people to get stuck doing things on their own. When you're on your own, you miss important details. **How would you approach being a leader without knowing who will support you? Would you approach it at all?**

We already have bodies like the K-12 Committee to help promote conversations between leads, and we're going to leverage those more. Other committees like PD and DEI give space for electees and actives alike to voice their thoughts and get involved in putting on events. **Have you gotten to engage with these committees? Do they provide useful spaces to get involved, or is there something you think is still missing?**

- Hunter, Ella, Nick, Raj, Joseph, Wei-Lun
 - Info during First Gen about the benefits of joining TBP and a summary of committees or other ways to get involved
 - Slack vs. Discord
 - Go over the electee exam in First Gen
 - Cover the TBP leadership and committees more in the electee packet and exam
- Adair, Ibrahim, Yunseok, Vance, Tim, Taysia
 - Being a co-project lead with someone else can help reduce stress of taking on a leadership role for the first time
 - Maybe make it more accessible, this would be a large step but even having a soft requirement (kind of like a rite of passage?) where you co-lead some event as an electee
 - That would require a lot more changes but could be interesting

Process Management may sometimes feel dry compared to putting on exciting events, but when we don't keep up with reviewing ourselves, things slow down. Whether it's a backlog of business or bad habits, eventually things need to get addressed.

Inertia for our Chapter can be seen in how active our members are, and how well our leadership understands the Chapter. In the last few years, that leadership has changed a lot. Looking very far back, the transition through COVID shifted us from a lot of smaller service events to a more concentrated set of large events. It's changed how engaged the average Tau Bate gets, and it's shuffled responsibilities back towards the Officers. **Have you ever felt pressured into working on something that you didn't understand or that seemed too big/uncomfortable? What was that like, and how could it have gone better?**

Having conversations about why we do things a certain way can sometimes be a difficult or off-putting exercise. Especially when it comes to the little details of procedures, it's easy to check out. We're working to build a better understanding of how and why the Chapter is the way it is today within the Officer Corps, so that we can continue to grow and improve the offerings for our members. **What do you think the Officer Corps doesn't notice about how the Chapter works?**

- Hunter, Ella, Nick, Raj, Joseph, Wei-Lun
 - Website
 - Some resources are not easily accessible for electees
 - All links should be somewhere on the website

Knowledge Transfer draws heavily on our two previous themes, but has a fundamental difference: it is wholly focused on the future. The work we do now still needs to happen in the future, and it's by no means guaranteed.

All the terms of our leaders are finite, and the transition of knowledge from one to the next is where things tend to get lost. **Imagine, for a moment, that your favorite event didn't happen this semester. How hard would it be for you to bring it back in the fall? What would you need to do that?**

Many of our events and leadership positions have people who are very knowledgeable and able to run things comfortably. They're well prepared to teach and onboard new leaders. Additionally, we're often quite lucky to have leaders who are very engaged and have a lot of experience. These days, many of our Leads and Chairs are (or had been) themselves Officers. While there's been lots of advantages to this, we are concerned about resiliency. We've also gotten lots of feedback that more accessible and written material would help people when deciding if they want to lead events. Right now lots of this information is tucked away in people's heads or in Drive. **Is talking to leads about their work helpful? Are there ways they can be more useful and supportive?**

- TBwikiPedia with event resources and past project reports

SECTION I.8. PROJECT LEADERS In addition to Officers and Chairs, there exist temporary leadership needs for the planning and execution of specific projects or events. Project Leaders will be members of the Events Team, but they shall be the immediate responsibility of the Officer overseeing the project.

Niloy, Mani, Lexi, Zahraa, Steven, Zicheng:

- Clear distinction between the chair (of a project) and the project leader?
 - Roles & responsibilities, the need, etc.
 - How they are elected/appointed/chosen
 - How budgeting works
 - Time/duration of position
- Need - meaningful measures/expectations of the leadership credit for the project based roles.
 - Also, is it more helpful to label a role with leadership credit you earn, or with duration of event (in weeks? Hours? To give expectation of time commitment, not to specify amount of credit given)
 - Potential peer evaluation/exit survey for events with more than one lead to determine whether each lead did work commensurate with earning credit
- The term “temporary” needs clarification / quantification
- What is the significance of the Project Leads being part of the Events Team?
- Clarify how someone becomes a project lead/who approves them and their funding (approved by respective officer?)

Naomi, Elizabeth, Sabrina, Alyssa

- “They shall be the immediate responsibility of the officer overseeing the project” is not extremely clear. A brief description of the implications of this could be helpful because my assumptions about what this meant were not correct.
- “Temporary” is a little unclear - is there a term limit, could project leads be in place for many terms if their project continues?
- Could write out “semesterly” instead of “temporary” if that would be an accurate description
- Apparently “temporary” indicates that a project lead only lasts as long as a project lasts - may be less than a semester. This could be clarified more

(Note...the second sentence is a non-sequitur to the first and doesn't clarify that project leads are the people who meet the temporary leadership needs)

SECTION I.4. OFFICER CORPS

- (a) MEMBERSHIP AND RESPONSIBILITIES The Officer Corps consists of the officers and advisors of the Chapter, and any other persons deemed necessary by the officers. The officer corps:
- (i) Sets the level of initiation dues.
 - (ii) Administers funds available for Tau Beta Pi scholarships according to procedures established in writing by the officer corps, unless a different method of administration is specified for the funds.
 - (iii) May, with Advisory Board approval, create ad hoc officer positions. These positions:
 1. Must be listed in Appendix F.4.
 2. May be placed on a new or existing Team (see Section I.4.b).
 3. May only last for two academic terms, after which time they must be approved by the chapter membership. This can be either as a permanent officer position, or as an extension of the ad hoc position. An extension of the ad hoc position requires a simple majority vote, and may not be for longer than another two terms. An officer position may not exist in an ad hoc state for more than four consecutive terms. Any ad hoc position that has existed for four consecutive terms cannot be recreated as ad hoc without a gap of at least two terms.
 - (vii) May create Chair positions as needed. These positions:
 1. Must be listed in Appendix H.
 2. May be placed on an Officer Team (see Section I.4.b).
 3. Must report to an Officer or group of Officers, who may be a member(s) of the Chair's Officer Team (hereafter referred to as Reporting Officer(s)). Each Chair's Reporting Officer(s) shall be listed in Appendix H.

Jonathan, Peak, Karen, Tasuku, Eli, Allison

- There should be a food chair so that the membership officer is not known as the food chair
-

SECTION I.6. CHAIRS

- (a) PURPOSE Chair positions are intended to be single-purpose leadership roles within the chapter that are filled each semester. ~~They are intended to facilitate additional leadership opportunities within the organization, as well as to allow smaller and/or more specific~~ They allow the leadership of signature events and established tasks, of which the addition or subtraction would markedly change the chapter, to be carried out by someone not necessarily an officer.
- (b) CREATION Chair positions, pursuant to Section I.4.a.vii, may be created by the officer corps or the general chapter membership at any time by a simple majority vote at any time. Chair positions may exist for any length of time, though chairs should be appointed at least semesterly.
- (c) DISSOLUTION AND REMOVAL Chair positions may be removed at any time by a 2/3 vote of the officers. Additionally, persons serving as chairs may be removed from their position by a majority vote of the officers.

Jonathan, Peak, Karen, Tasuku, Eli, Allison

- In point (b), strike one of the occurrences of “at any time”
- “Signature events and established tasks” should be reconsidered - we currently have things like IM sports chair, alumni relations chair, outreach chair, etc that aren’t really used
 - IM sports does not exist W25
- Connection between chairs and committees is also a little confusing and might be helpful to be defined
- Committee chair \neq event chairs (as in the case of K12 events) – this is confusing
 - Rename leadership position to something that’s not chair
-

SECTION I.7. TERMS OF OFFICE The officers of this chapter hold office for one semester except for the External Vice Presidents, one K-12 Outreach Officer, Professional Development Officer, and Treasurer, whose terms are one calendar year, and the Secretary and the remaining K-12 Outreach Officer, whose terms are one academic year. ~~The Professional Development Officer's term will be a single semester during Fall 2023 to shift the position to a calendar year election cycle.~~ Ad hoc officer positions specified in Appendix F.4. will have terms of one semester, unless otherwise specified. Advisor terms are decided as part of the advisor election procedure, as described in Bylaw III.5. Chair positions specified in Appendix H will have terms of one semester, which conclude at the end of the day of the chapter's main initiation of that semester.

- Good change - Jonathan
- Officers have the same term expiration as chairs - is it specified anywhere? Could change green text so that it's one expiration time for everyone - Karen
-

SECTION IV.6. CHAIR APPOINTMENT ~~Chair positions will be appointed following the same procedure as for Ad Hoc Officers.~~ The procedure for appointing Chair Positions is:

- (a) An application will be made available whenever is deemed most appropriate by the officer corps.
 - (i) The content of the application will be decided upon by the Reporting Officer(s) and, where applicable, the current holder(s) of the office in question.
 - (ii) The application may close whenever is deemed most appropriate by the officer corps, provided that it has remained open for a minimum of one week from the date it was provided to membership.
- (b) The Reporting Officer(s) of a Chair shall review applications and select the best candidate(s) by means of a majority vote.
- (c) The Reporting Officer(s) will notify the Officer Corps of the appointment(s) of Chairs within one week. Additionally, the Reporting Officer(s) will notify non-selected applicants within one week, including the rationale of their decision.
- (d) The Officer Corps may, if requested by a non-selected applicant or on its own initiative, review and reverse a non-selection by a majority vote.



Distinguished or Prestigious Actives (DA/PA) are recognitions of members who go above and beyond during a single semester and make major positive impacts in the Chapter. To earn DA or PA, there are additional requirements. One of these is what we refer to as Leadership Credit. If you “Serve as a group leader, project leader, committee chair, officer/ advisor, or achieve a sufficient level of involvement in a committee”, then you earn your leadership credit. This information can be found in the Bylaws, Appendix D.

There’s been talk in the past as to how fair this single, equal credit may be, and if the benefits of changing this would outweigh the higher bar for our members to clear. One of the Working Groups was tasked with discussing this question. Their conclusions are as follows:

- Leading or taking initiative is something that we think is very important in the Chapter, and we will continue to recognize those that do it
- There are very few non-Officer Actives who earn PA, and next to no officers who earn just DA. Our non-Officer Active and Electee DAs will therefore be impacted the most by change, and would be hurt the most if we’re not careful
- The added complexity of requiring multiple credits or developing some sort of matrix to assign events credit is just too much

In order to balance fairness, flexibility, and overhead, the Working Group recommended that **most leadership opportunities should remain unchanged, as will only needing one credit. The default weight of social events would be reduced to 1/2 credit, with the ability to override this to a full credit for larger undertakings.**

All of you in attendance stand to be most impacted. Do you perceive a need to make changes? Would you be okay with this change? Or, do you think this Working Group missed the mark?

- Cap, Allie, Git, Oscar, Paco
 - Weighting leadership credit probably makes sense
 - Valuing being an electee team lead the same as some chairs is weird
 - Some positions do much more work than others
 - There’s also a lack of transparency with what positions get credit
 - The idea of “finding the easiest leadership credit I can” to earn DA/PA is silly
 - Just being on a committee shouldn’t be leadership credit
 - Being on a committee likely opens you up to better access of other leadership positions
 - Requiring multiple leadership positions/credits doesn’t seem necessary
 - Would just make it harder for non-officers
 - Other positions that should only be ½ credit
 - Potentially other project leads (one-off project pd leading)
 - Overall impact of this conversation is pretty low
- Adair, Ibrahim, Yunseok, Vance, Tim, Taysia
 - Think leaving leadership credit as 1 credit somewhat makes sense
 - Either you have it or you don’t
 - Maybe be a little more conservative with what counts as leadership, committee membership maybe not by default, but “sufficient level of involvement” seems reasonable

- It might make sense to add some sort of service hour credit to chairs and other people who spend a lot of time planning events, rather than adding leadership hours
 - Like how electee team leads get a service hour for running their team meetings
 - Although it has been mentioned most of these people are making PA anyways so how much does it really matter
- Default ½ leadership credit for social hours might scare people away from running socials (agreed)